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WOMEN IN THE VERMONT LABOR FORCE

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WOMEN IN COVERED EMPLOYMENT

"Working with women is a new adventure; it is exciting. We are pioneering, beginning again. There is a feeling of conspiracy, that we are going to forge ahead." Rosalyn Drexler, 1974.

Spurred forward by national economic trends and the women's movement, the number of working women in Vermont continued to register gains in 1980. The information on the number of working women in Vermont was first gathered in 1970. This was the tenth year in a row in which such increases were logged. This reflects national trends; women are continuing to become a higher percentage of the labor force each year.

In 1980, some 85,053 women were reported working in firms subject to the Vermont Unemployment Compensation Law. Also in this year, 45 percent of the jobs in covered employment were held by women, 3.4 percent more than in 1979.

Some industries hire more women than men. As Table I shows, 85.4 percent of the workers are female in apparel manufacturing, and health services had 84.0 percent. Yet, only 30.9 percent of all manufacturing workers in 1980 were female, a few less than in 1979.

With respect to average annual wages by industry, (Figures A&B), it seems firms with larger portions of women tend to pay lower wages on the average. Another observation is that the majority of working women are in industries where the average annual wage is below $9,000, namely, trade and service.

As far as location is concerned, the largest number of working women were in Chittenden County firms (Table 4). Bennington, Franklin, and Grand Isle Counties reported more than half of the covered workforce as female. On the other hand, in Essex County, with a small industrial base, males outnumbered females two to one. (Table 5).

Table 1

NUMBER AND PERCENTAGE OF WOMEN IN COVERED EMPLOYMENT

1980 ANNUAL AVERAGES BY INDUSTRY FOR VERMONT

INDUSTRY	TOTAL EMPLOYMENT	NO. WOMEN	% WOMEN
Agriculture/Forestry	1,371	595	43.4
Mining	691	52	7.5
Construction	10,044	864	8.6
Manufacturing	50,932	15,716	30.9
Durable Goods	35,923	9,280	25.8
Lumber & Wood Products	3,731	714	19.1
Furniture & Fixtures	2,669	800	30.0
Stone, Clay & Glass	2,327	291	12.5
Nonelectrical Machinery	7,409	1,277	17.2
Electrical Machinery	11,195	3,764	33.6
Other Durables	8,592	2,434	28.3
Nondurable Goods	15,009	6,436	42.9
Food	2,351	537	22.8
Apparel	1,619	1,382	85.4
Paper	2,673	875	32.7
Printing & Publishing	3,895	1,670	42.9
Rubber & Misc. Plastics	1,613	783	48.5
Other Nondurables	2,858	1,189	41.6
Transp., Comm & Pub. Util.	7,982	2,204	27.6
Trade	40,692	19,017	46.7
Wholesale	7,514	1,638	21.8
Retail	33,173	17,379	52.4
Eating & Drinking Places	10,116	6,331	62.6
Finance, Insurance & Real Estate	8,031	5,119	63.7
Service	39,829	25,792	64.8
Hotels & Motels	6,691	4,149	62.0
Health Services	14,374	12,080	84.0
All Other Services	18,763	12,491	66.6
Total Private	159,572	69,359	43.5
State & Local Government	29,448	15,694	53.3
Private and State & Local Gvt.	189,020	85,053	45.0

Table 2

PERCENTAGE OF WOMEN IN COVERED EMPLOYMENT

1975 - 1980 BY INDUSTRY FOR VERMONT

INDUSTRY	1975	1976	1977	1978	1979	1980
Agriculture/Forestry	50.3	48.7	49.0	43.9	41.2	43.4
Mining	5.3	4.5	4.4	5.0	6.2	7.5
Construction	6.9	6.6	6.8	6.8	7.7	8.6
Manufacturing	27.9	28.9	28.7	31.0	31.1	30.9
Durable Goods	21.3	22.3	22.2	25.2	26.1	25.8
Lumber & Wood Products	19.9	18.2	17.3	18.5	19.7	19.1
Furniture & Fixtures	27.3	26.9	28.2	29.2	31.2	30.0
Stone, Clay & Glass	9.7	10.8	10.3	11.4	12.6	12.5
Nonelectrical Machinery	12.4	12.6	13.2	14.5	17.1	17.2
Electrical Machinery	26.6	28.8	27.3	32.2	32.0	33.6
Other Durables	26.9	27.6	29.2	31.5	31.5	28.3
Nondurable Goods	41.4	41.9	42.1	43.5	42.6	42.9
Food	21.0	21.8	21.5	22.2	22.3	22.8
Apparel	88.5	87.5	89.5	90.9	89.3	85.4
Paper	34.0	33.2	32.8	33.3	32.8	32.7
Printing & Publishing	37.7	38.6	39.5	40.5	41.0	42.9
Rubber & Mis. Plastics	47.2	50.0	47.5	51.7	48.5	48.5
Other Nondurables	43.6	42.0	42.8	43.9	41.7	41.6
Transp., Comm. & Pub. Util.	26.9	26.9	26.3	26.9	30.0	27.6
Trade	41.6	41.9	43.5	45.0	45.7	46.7
Wholesale	18.4	18.2	18.7	21.5	23.1	21.8
Retail	47.0	47.4	49.1	50.4	51.1	52.4
Eating & Drinking Places	62.1	62.0	63.3	62.1	62.9	62.6
All Other Retail	41.3	41.6	43.2	45.1	45.8	47.9
Finance, Ins. & Real Estate	59.0	59.7	61.0	61.8	62.4	63.7
Service	63.0	62.4	63.5	62.9	64.2	64.8
Hotels/Motels	53.7	53.7	54.1	55.4	55.4	62.0
Medical	79.6	83.5	78.9	82.7	84.5	84.0
All Other Services	51.2	47.5	51.8	49.5	51.8	66.6
Total Private Employment	40.4	41.1	41.7	42.2	42.7	43.5

Table 3

WOMEN IN COVERED EMPLOYMENT

ANNUAL AVERAGES BY INDUSTRY FOR VERMONT

1970 - 1980

YEAR	AGRIC. FOREST.	MINING	CONSTR.	MFG.	TRANSP., COMM. & P. UTIL.	TRADE	FIN., INS. & REAL ESTATE	SERVICE	TOTAL PRIVATE	STATE & LOCAL GOVT 1/	PRIVATE STATE & LOCAL GOVT
1970	119	51	416	10,684	1,933	10,776	2,963	6,764	33,706	NA	-
1971	133	50	414	10,111	1,928	11,067	3,083	7,171	33,957	NA	-
1972 2/	149	49	480	10,831	1,967	12,703	3,552	16,907	46,639	1,656	48,295
1973	178	39	584	11,832	2,008	13,277	3,706	17,968	49,594	1,578	51,172
1974	187	49	561	12,075	1,998	13,658	3,833	18,060	50,421	1,796	52,217
1975	296	39	509	11,086	1,932	14,108	3,883	19,358	51,211	1,844	53,055
1976	307	32	506	11,943	1,956	14,726	4,035	20,866	54,371	1,869	56,240
1977	347	32	566	12,554	1,976	15,994	4,301	21,904	57,674	1,979	59,653
1978 3/	496	38	683	14,803	2,091	17,664	4,612	23,360	63,747	14,056	77,803
1979	543	48	1,082	15,836	2,327	18,698	4,865	35,103	67,480	14,751	82,231
1980	595	52	864	15,716	2,204	19,017	5,119	25,792	69,359	15,694	85,053

1/ Federal government employment not included as female employment information not available.

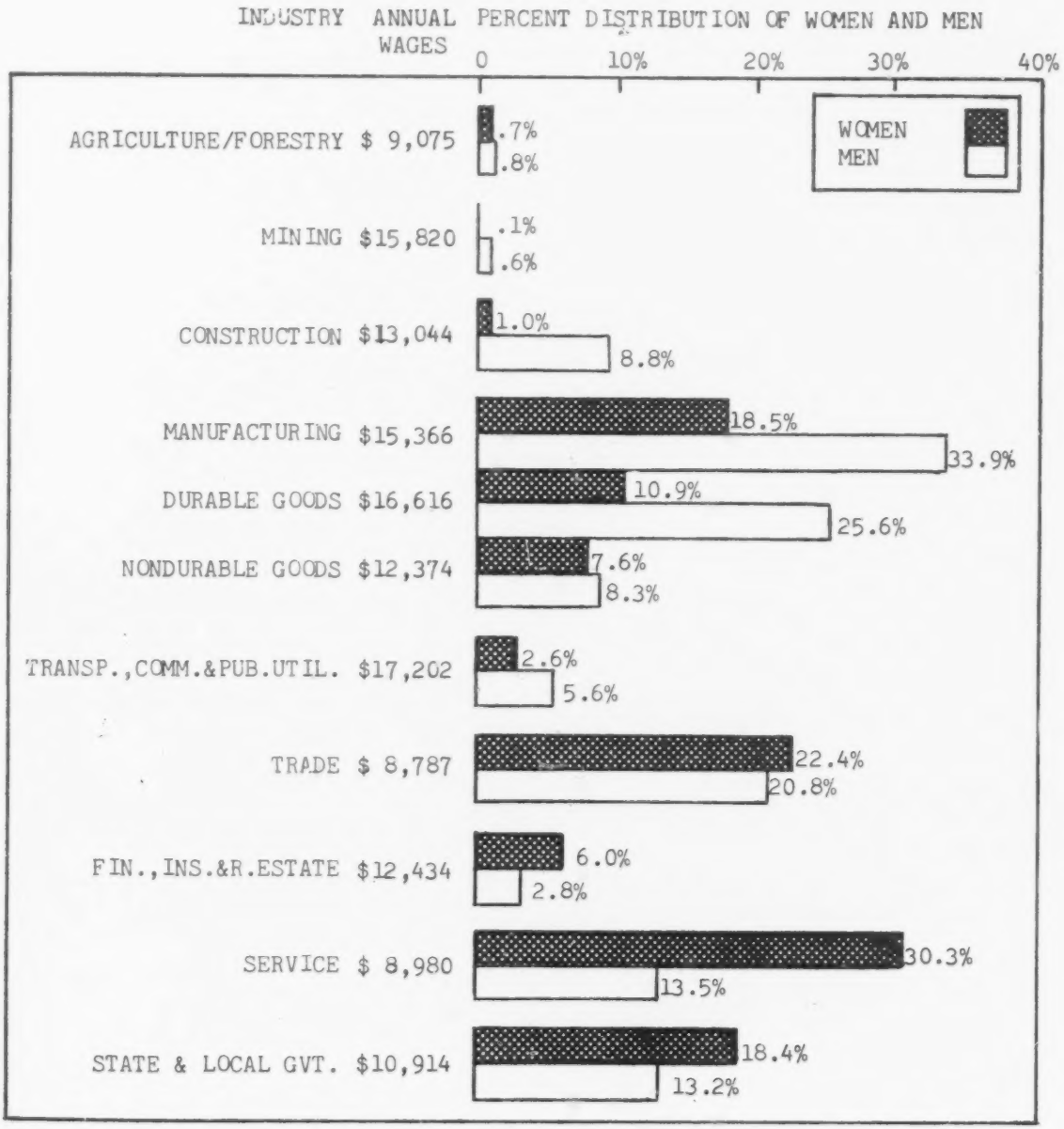
2/ Vermont Statutes provided coverage to employers of one or more employees and extended coverage to non-profit organizations employing four or more, to state hospitals and state institutions of higher education. Effective January 1, 1972.

3/ Vermont Statutes provided coverage to local government and school employees, to state government employees, excluding elected officials etc. and to some agricultural and domestic workers. Effective January 1, 1978.

NA Information not available.

Figure A

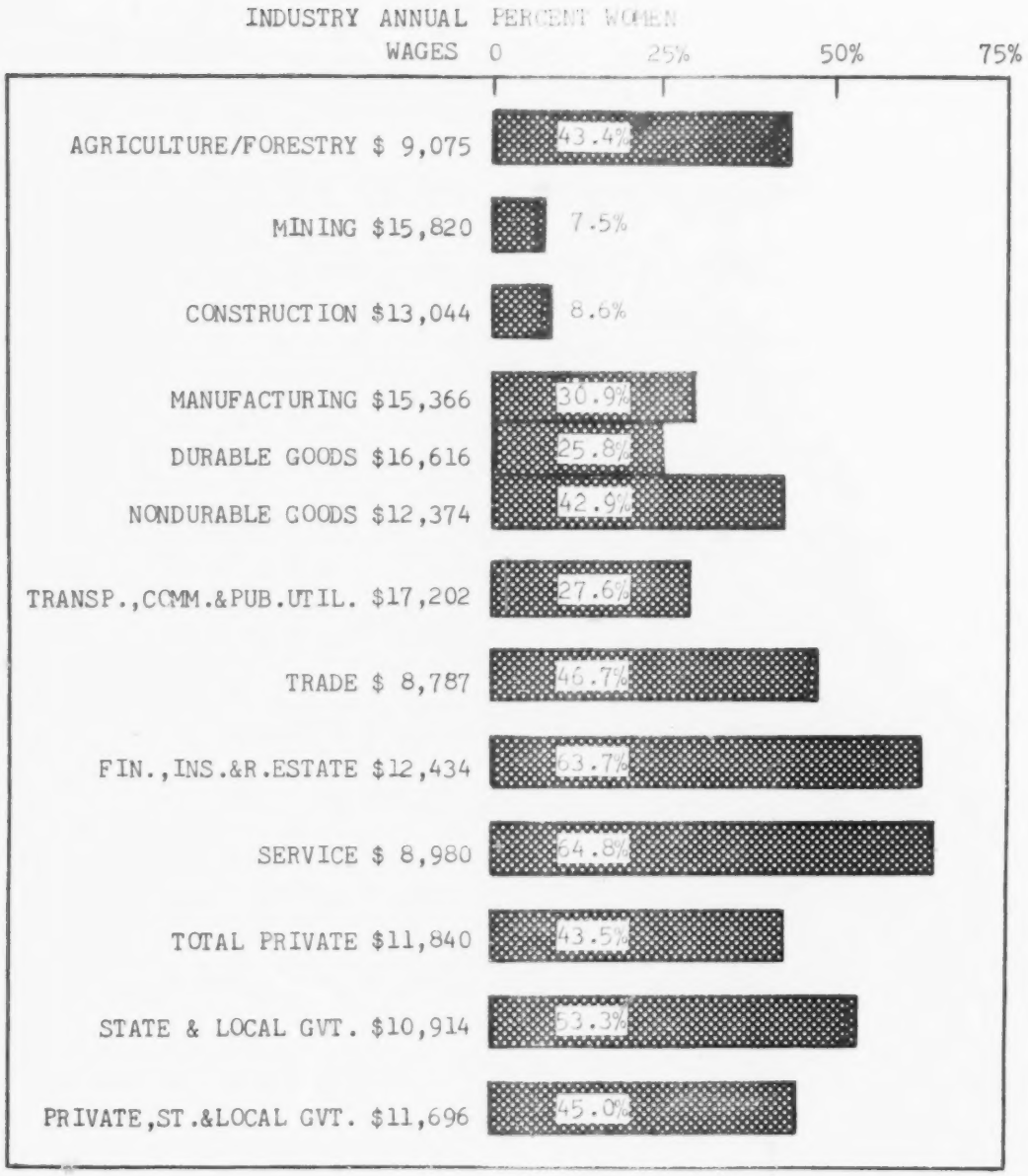
PERCENT DISTRIBUTION OF MALE AND FEMALE EMPLOYMENT AND ANNUAL AVERAGE WAGES BY INDUSTRY FOR 1980



Annual wage figures are average annual wages paid to all employees, men and women, in a particular industry.

Figure B

PERCENTAGE OF WOMEN IN COVERED EMPLOYMENT
AND ANNUAL AVERAGE WAGES BY INDUSTRY
VERMONT 1980



Annual wage figures are average annual wages paid to all employees, men and women, in a particular industry.

Table 4

NUMBER OF WOMEN IN COVERED EMPLOYMENT

1980 ANNUAL AVERAGES BY INDUSTRY AND COUNTY FOR VERMONT

COUNTY	AGRIC. FOREST.	MINING.	CONSTR.	MFG.	TRANSP., COMM. & P. UTIL.	TRADE	FIN., INS. & REAL ESTATE	SERVICE	TOTAL PRIVATE	STATE & LOCAL GOVT. 1/	PRIVATE STATE & LOCAL GOVT.
State Total	595	52	864	15,716	2,204	19,017	5,119	25,792	69,359	15,694	85,053
Addison	51	0	43	1,076	39	737	142	1,149	3,237	593	3,830
Bennington	31	0	38	2,036	90	1,573	244	1,766	5,778	734	6,512
Caledonia	15	0	48	531	98	893	179	982	2,746	631	3,377
Chittenden	86	4	251	3,615	670	5,441	1,495	6,938	18,500	3,981	22,481
Essex	0	0	2	256	0	53	*	35	354	119	473
Franklin	15	0	31	954	89	925	213	1,013	3,240	825	4,065
Grand Isle	*	0	3	*	*	49	15	24	115	99	214
Lamoille	7	*	45	278	46	597	121	909	2,004	472	2,476
Orange	1	*	21	567	29	446	124	613	1,803	607	2,410
Orleans	3	*	15	889	61	515	125	853	2,467	558	3,024
Rutland	51	18	78	1,595	330	2,304	572	3,135	8,083	1,401	9,484
Washington	21	19	104	778	204	1,842	1,175	2,842	6,985	2,992	9,977
Windham	216	*	67	1,720	234	1,754	389	2,873	7,255	1,009	8,264
Windsor	41	0	104	1,423	324	1,770	313	2,198	6,173	1,274	7,447
Unclassified 2/	41	0	18	0	*	115	17	428	620	399	1,019

* Information witheld to avoid disclosure of individual firm data.

1/ Federal government employment not included as female employment information not available.

2/ Nature of employer's operations are such that employment cannot be segregated by county.

Table 5

PERCENTAGE OF WOMEN IN COVERED EMPLOYMENT
IN 1980 BY INDUSTRY AND COUNTY FOR VERMONT

COUNTY	AGRIC. FOREST.	MINING	CONSTR.	MFG.	TRANSP., COMM. & P. UTIL.	TRADE	FIN., INS. & REAL ESTATE	SERVICE	TOTAL PRIVATE	STATE & LOCAL GOVT 1/	PRIVATE STATE & LOCAL GOVT.
State Total	43.4	7.5	8.6	30.9	27.6	46.7	63.7	64.8	43.5	53.3	45.0
Addison	34.2	0	10.1	38.1	25.0	46.4	64.6	59.3	44.4	58.4	46.1
Bennington	41.3	0	7.0	44.5	27.5	53.2	65.4	63.6	49.7	59.0	50.6
Caledonia	38.5	0	9.3	25.2	26.3	46.8	58.9	66.3	40.8	58.6	43.3
Chittenden	44.6	8.7	8.2	24.8	28.6	46.4	62.1	66.0	41.2	51.6	42.7
Essex	0	0	6.1	24.0	0	55.8	*	70.0	28.0	64.3	32.6
Franklin	34.9	0	11.2	36.9	31.7	49.2	72.4	74.7	48.2	62.2	50.5
Grand Isle	*	0	9.1	*	*	53.3	83.3	38.7	43.9	71.7	53.5
Lamoille	13.7	*	11.0	38.3	32.9	51.3	70.4	59.3	47.7	54.8	48.9
Orange	8.3	*	8.5	40.4	22.1	45.1	69.7	60.2	45.0	62.8	48.5
Orleans	10.0	*	7.1	38.6	23.6	44.9	65.8	67.3	44.2	56.1	46.0
Rutland	36.4	10.6	9.8	29.7	26.2	46.4	61.2	66.3	44.0	52.4	45.1
Washington	51.2	7.9	9.4	29.1	25.7	44.0	64.3	61.9	45.2	50.6	46.7
Windham	64.1	*	7.2	39.6	23.5	49.4	66.7	64.8	47.7	46.7	47.6
Windsor	46.1	0	10.1	22.5	36.2	46.2	70.6	68.7	39.0	55.5	41.1
Unclassified 2/	29.3	0	4.1	0	*	19.0	22.4	48.6	28.7	44.9	33.4

* Information witheld to avoid disclosure of individual firm data.
1/ Federal government employment not included as female employment information not available.
2/ Nature of employer's operations are such that employment cannot be segregated by county.

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